



Theological Education by Extension in Zambia

An Ecumenical Program of Several Churches



Annual Report 2018

Reshaping the future of Theological Education by Extension through Church & Community Services



The Chair of Theological Education by Extension in Zambia

- TEEZ is managed by the Executive Committee.
- The Current Chair of the Executive Committee is Rev. Prof. Edwin Zulu, the Synod Moderator of the Reformed Church in Zambia.

“Theological Education by Extension in Zambia (TEEZ) work has undergone through a process of change and transformation under the new administration. That is why we have adopted the hash tag of Innovation, Transition and Transformation to make TEEZ more relevant and practical to the current needs of the Church in Zambia and beyond”

*Prof. Edwin Zulu
TEEZ Chair*

*Theological Education by Extension in Zambia Executive
Director & Chief Executive Officer*



The current Executive Director for TEEZ is the Revd Canon Dennis Milanzi, an active serving Anglican Priest with more than 21 years of ministry and 14 years serving in the Non-Governmental Organisation of Faith Based Organisations

WHAT A SPECIAL HONOUR and privilege it is to work in this ecumenical family of 9 Member Churches spread across the 10 provinces of Zambia

"You can't do the same things time and again and expect different results. It takes a mindset shift to bring the much-needed results that have an impact in our work and ministry"

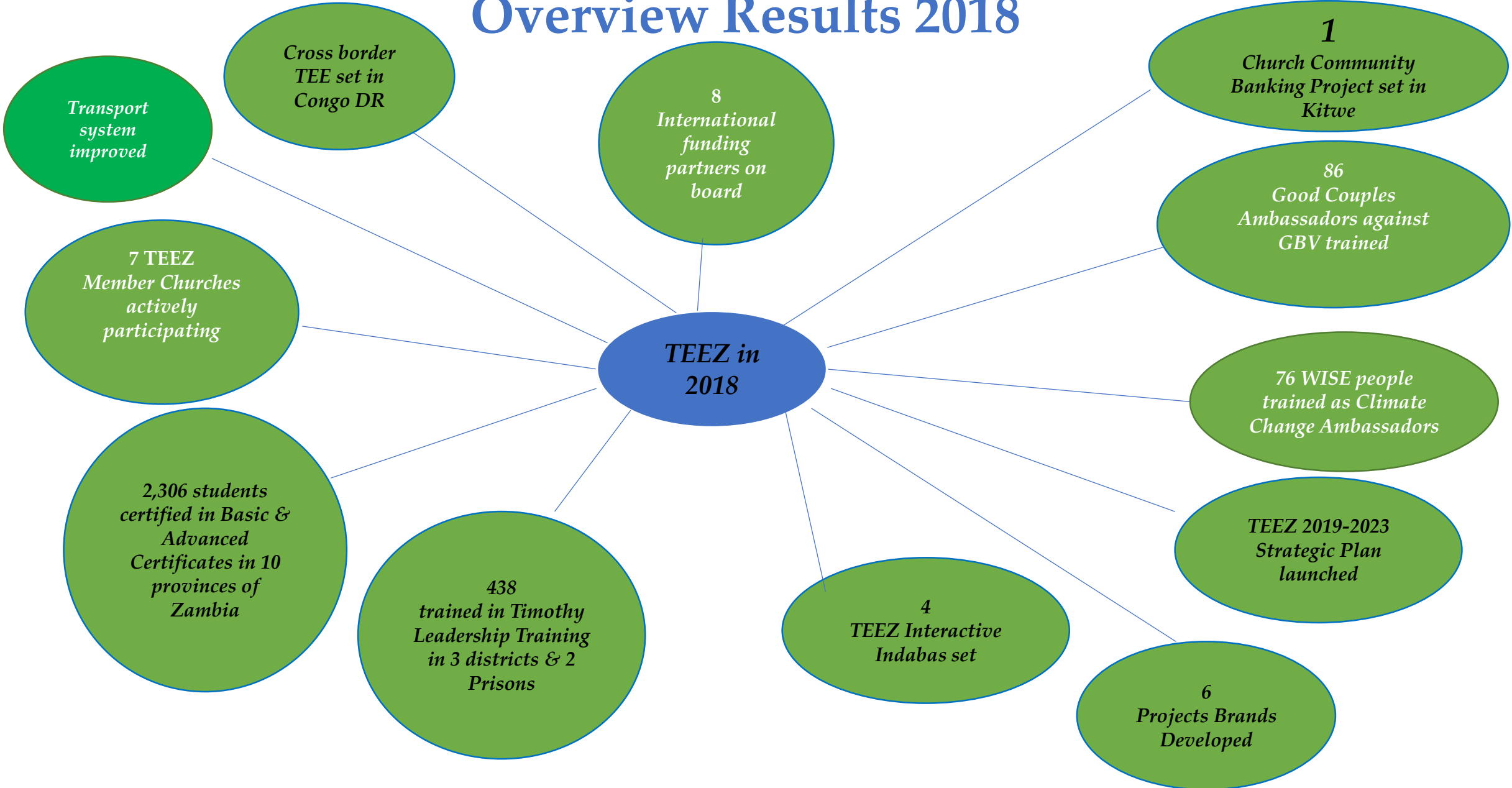
Revd Canon Dennis Milanzi

Executive Committee Highlights

TEEZ is managed in its policy direction through the Executive Committee that serves a two year tenure of office which is renewable for a further two year's term.



Overview Results 2018



About TEEZ

Theological Education by Extension in Zambia (TEEZ) has been in existence for 39 years (1979-2018).

It is an Ecumenical Institution serving as an Ecumenical Ministry/Program of 9 Member Churches in Zambia namely:

- African Methodist Episcopal Church (AMEC)
- Anglican Church (ZAC)
- Church of Central Africa Presbyterian (CCAP)
- Community of Christ (CoC)
- Lutheran Evangelical Church in Africa (LECA)
- Reformed Church in Zambia (RCZ)
- United Church of Zambia (UCZ)
- United Methodist Church (UMC)

Uniting Presbyterian Church in Southern Africa

Vision

'To prepare All God's people for the works of Christian Service' Ephesians 4:12

Mission

To equip Christians with relevant Theological and Social Development tools and knowledge through non-residential theological and community development trainings for effective participation and service for a vibrant, healthy Church and Society

Our Core Values

*Accountable
Creative
Transparent
Sustainable*

Who We Are?

- Theological Education by Extension in Zambia is a joint project of 9 Zambian Churches 'to prepare all God's people for the work of Christian service" (Eph 4:12).
- TEEZ is a registered National Non-Governmental Organisation registered under the laws of the Republic of Zambia with the Office of the Registrar of Societies. Its registration number is ORS102/26/551.
- Founded in 1979, TEEZ training courses and capacity building programs are by extension, which means the school goes to the students in their local setting instead of the students leaving their locality to go to the school. The training is also contextual because the participants learn within their environment and context and can therefore apply what they are learning to their situation.
- Our policies and practices are in line with the prevailing needs of our stakeholders, partners and communities that are both in vulnerable and well-established communities.
- TEEZ works with local Churches at grassroots to enhance Church and Community services that foster human skills, knowledge and dignity.

Our Values

TEEZ's values are focused on the 4 letters namely ACTS

✦ **Accountability**

TEEZ exist because of the goodwill of partners, individual supporters and Churches locally and internationally. Our resources are public funds and so to win the confidence of those supporting our work we need to promote confidence from partners, supporters and Churches on how the funds are used so that they continue supporting our work. TEEZ endeavours to account for every funds and materials it receives. Accountability is very critical to our ministry in Zambia and beyond.

✦ **Creativity**

Our creativity is embedded into our vision of 'preparing all God's people for works of Christian service'. With this vision, TEEZ tries to be as creative as possible so that our impact for programs and projects is felt by our beneficiaries of the services we render. We will always walk an extra to create innovations into our work of ministry.

✦ **Transparency**

Theological Education by Extension in Zambia brings on board the principle of transparency. We will always strive to be transparent to all our stakeholders locally and internationally. We have an open-door policy that promote openness in what we do and instils good corporate governance.

✦ **Sustainability**

TEEZ's work is based on long term vision and impact that guides it to the future. We have aimed to make structural changes and promote program diversification while still maintaining our identity and relevance.

With this in mind, we are aware of the competitiveness that external support experience as more charities seek financial support under difficult and limited resources. We have therefore ventured into program integration as a way of developing sustainability strategies that will continue to support our work beyond the present.

Theological Education by Extension in Zambia realises in its theory of change on the need for structural and program improvement that enhances capacity development of Churches so that there is demand for quality services and effective work in ministry.

Thus, our theory of change looks at the following pillars:

- 1. Empowered Churches and Communities and Individuals*
- 2. Supportive enabling environment for Partners, Individuals and Member Churches*
- 3. Utilisation of Sustainable Theological Education by Extension programs and services.*

Zambia



Powering Change in Extraordinary times of TEEZ work and Ministry

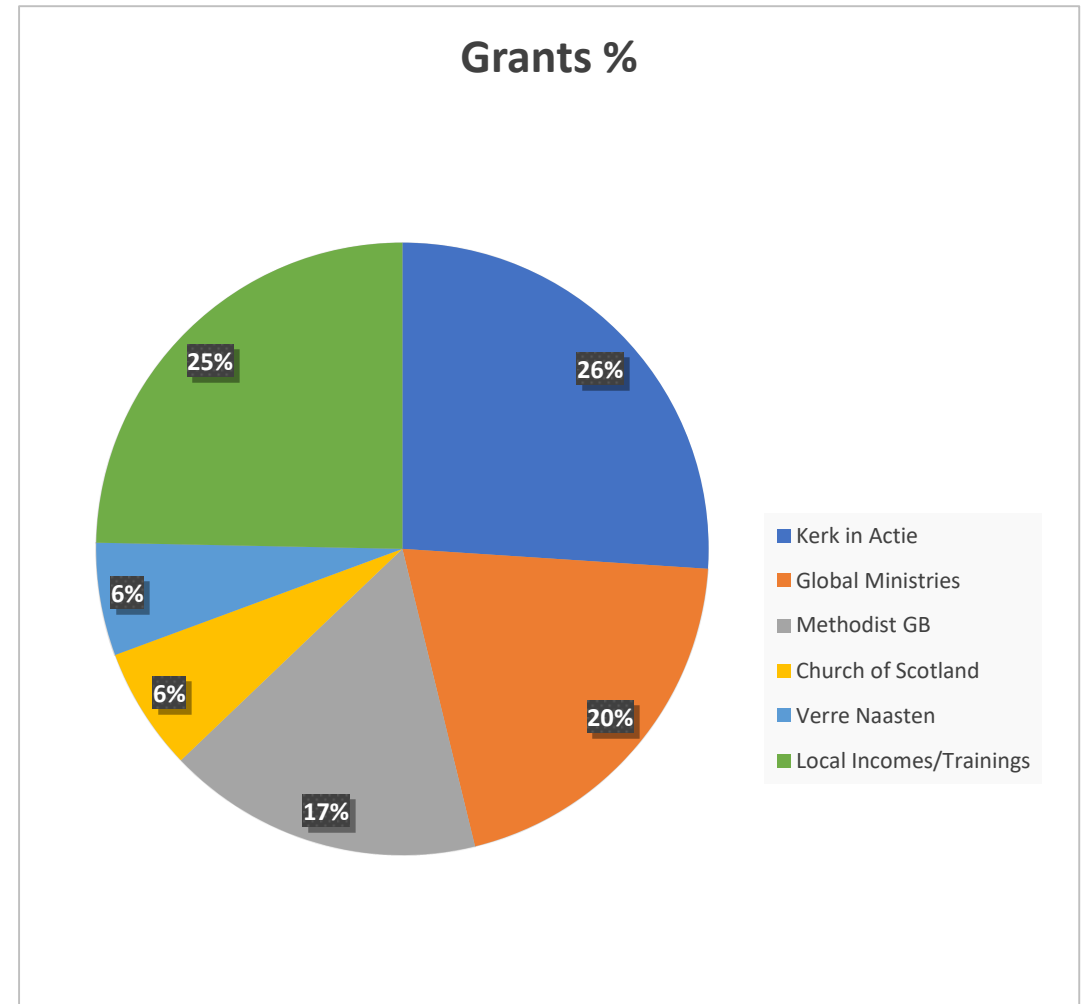
- Any achievement and success in today's competitive and complex world depends upon the ability to bring about effective strategic change in an organisation.*
- business and institutional success depends not only on finding the right strategy, but also ensuring it materializes in the form of a pattern of appropriate strategic actions.*
- Power, like other essential organizational phenomena, has been studied through the years from a variety of theoretical perspectives. Each approach has contributed to our understanding of power and influence in organizations; however, each is aspectual; focusing on aspects of power at the expense of our understanding of others.*

We now partner with Churches that are effective ministry to the mentally affected persons where budgets are included to address their needs for healing. Some patients have recovered and congregating in the local Church

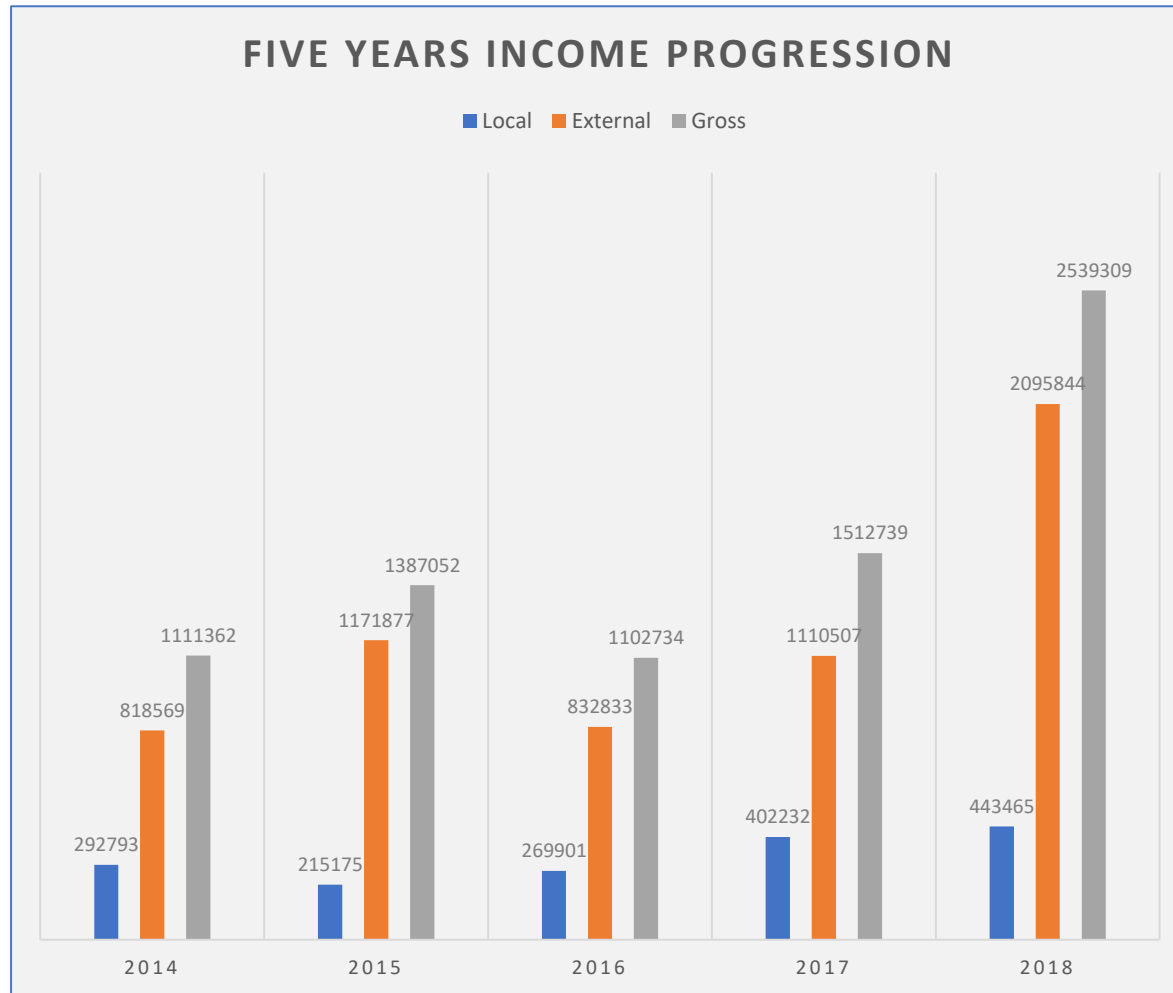
*We are a Church that has become relevant to the needs of the Most at Risk Populations
In Kitwe, our student from St. Andrews UPCSA feeds street kids three times in a week while sharing the love of God and prayer to them*

Partnerships

- *Theological Education by Extension in Zambia continues to improve its rating on the international and local scene. This is not an easy task as it involves image building and partnership confidence winning.*
- *In 2018 TEEZ recorded massive partners' support which enabled it to attain maximum impact in its work.*
- *At the beginning of 2018, Theological Education by Extension in Zambia began to experience massive cooperation from partners.*
- *This was a greatest achievement and landmark which resulted in a 300% funding increase.*



Funding Trends in the period 2014-2018



- *In 2016 Theological Education by Extension in Zambia started experiencing a decrease in financial support from external partners.*
- *Furthermore, the local incomes were not sustainable to promote ownership.*
- *The picture has since changed as seen in 2017 and 2018 where both local and external support grew by between 50% to 120% respectively.*
- *It is therefore hoped that more partners will come on board to support the revived strategy and direction of this vibrant organisation.*

Partners' Expectations

It takes a lot of trust and determination to win the support of partners and donors both locally and internationally.

What is very key is to do the following:

Acknowledge funds

Report back

Act in a transparent way

Be creative

Think about the future

Programmes Outlook in 2018

In 2018 Theological Education by Extension in Zambia implemented TEE and Social programs based on the program brands namely:

CCDMZ

- ❑ *Church Community Development for Missions in Zambia is a concept developed to enhance the TEEZ old programs of Tutors training, Basic and Advanced courses.*
- ❑ *This program has seen an increase in the number of students participating in some of the trainings throughout Zambia.*
- ❑ *We trained 856 Tutors in 30 districts and 2,306 students in different parts of Zambia. This showed an increase of 400% on tutors comparing 2017 and 2018 and basic and advanced courses which recorded a 65% increase compared to the same period in 2017.*
- ❑ *We also trained Evangelists and Student Pastors/Ordinands at the Reformed Church in Zambia Justo Mwale University in Lusaka as part of preparing final year theology students to become Tutors as they are sent into ordained ministry.*



*Students at Justo Mwale University sitting for exams and posing for a group photo
Courtesy of Michael Kalito*

- *There has been shift from random training to systematic trainings with minimum criteria.*
- *Revised the layout of the Tutors Training manual to make it more consistent and revised the examination setup too.*
- *Our greatest success story in the CCDMZ was the training of 171 students as Tutors in Ndola. The training had to be conducted into 10 cohorts to cater for the needs of all students.*



Tutors Training at Anglican Cathedral of the Holy Nativity, Ndola



Certificate award ceremonies in Livingstone & Ndola

*We have a dedicated team of training personnel that conduct training nationwide
Rev. Michael Kalito (Training & Capacity Development Manager) & Rev Paula Cooper
(Training Officer) facilitating a Tutors Training at Kabwata UPCSA, Lusaka*



At Kamoto Mission of the Reformed Church in Zambia in Mambwe District, the Provincial Minister for Eastern Province who is also Malambo Constituency Member of Parliament Honourable Makebi Zulu MP (in blue t-shirt & specks in the middle) gave the Training Team a surprise gift by buying course materials for 29 students who underwent a Tutors Training worth K6,000. He further promised to support the work of TEEZ whenever they were in his constituency if he remained the MP for Malambo Constituency.

LIFE

- *Livelihood Integration for Empowerment is a Gender Equality project that was born out of the modules in Christian Stewardship and From Harm to Harmony. The program is empowering TEEZ participants in implementing empowerment activities in their communities.*
- *The program brand under LIFE has been integrated into the Module 2 of Timothy Leadership Training on Christian Stewardship. Using one of the 7 Ts on Treasures and Talents, our participants have provided employment to some vulnerable youths through the chicken rearing projects.*
- *Both the implementers and those employed experienced a sense of economic empowerment and improved livelihood.*

WISE

- *WISE is the acronym for Wealth in Stewardship of the Environment. It is an environment and climate justice project that TEEZ is now undertaking in partnership with local Churches and communities. This ecumenical initiative of the GREEN Church Movement is attracting interest and leadership will at grassroot level and among Churches.*
- *This year we launched the program brand of the WISE Green Church Movement in Kitwe and Kasama.*
- *We engaged the 20 Anglican clergy in Kitwe under the Anglican Diocese of Northern Zambia which was held in July 2018 at the Anglican Multipurpose Centre in Chamboli, Kitwe.*
- *The second launch was in Kasama in the first week of October 2018. The training which was graced by Bishop Maybin Mulenga of the United Church in Zambia (UCZ) Northern Presbytery attracted 56 participants from 8 denominations.*
- *The two-day training was meant to build capacity of the 56 participants to become Master Trainers and WISE Green Church Ambassadors.*

Tree nurseries developed by the WISE Green Church Ambassadors against Climate Change in Kasama, Northern Province



As part of creating an awareness, we reached out to more than 600,000 listeners on Radio Mano of Kasama through a paid for radio and featured on ZANIS News (Zambia National Information Services) during the certificate award ceremony of the 56 WISE Green Church Movement Ambassadors.



Featuring on Radio Mano in Kasama to discuss about the WISE Green Church Movement

The participants were drawn from Kasama, Mbala, Mungwi, Mporokoso and Mbala districts. The training was held at the United Church of Zambia St. Luke's Congregation and we are grateful to Reverend Layson Mwale for hosting us and for Rev Noble Mugala the Training Convener for facilitating the successful of the Kasama training programs.



*Climate Change Ambassadors certificate award ceremony at the end of the end of the training in Kasama.
Graced by Bishop Maybin Mulenga at the UCZ St. Luke's Congregation*

FAITH

- Financial inclusion is a subject that need to be seriously addressed in faith communities. This is so because most Christians are failing to come to terms with the philosophy of working. God Himself is the first worker we have who worked for 6 days and rested on the seventh day. He gave us an example.
- However, today we see many Church members avoiding work and championing miracle monies as a way of breakthrough. This is brainwashing their minds to unleash their human potential.
- In order to counteract such strange beliefs, TEEZ started using the 7 Ts in Christian Stewardship of TLT to empower students and church leaders with the need to use their Treasures and Talents.
- This gave birth to a TEEZ branded *FAITH (Financing Appropriate Innovations Through Household Poverty Eradication Program)*.
- One success story of the FAITH Program brand is the birth of the Church Banking Initiative (CBI), a TEEZ lending and savings program that has seen St. James' Anglican Church, Bauchi piloting the concept and empowering members with financial resources through loans given to the TLT and Non-TLT members.
- One woman who is her life time has failed to access a loan from the bank because of the unbearable conditions and demand on collateral accessed a K10,000 from the CBI and this has transformed her economic status and that of their household.
- The group meets weekly and on Sunday afternoon making savings and accesses loans which are repaid at a minimum interest.

- *Formed in 2018, the Community Banking Initiative of the FAITH Poverty Eradication Program started with 25 members in the first group and later moved to the second group stage with 30 members.*
- *The CBI currently has total savings of US\$7,900 and many members have benefited from the program.*
- *Some of the beneficiaries of the CBI and what they have done with the financial resources are:*



The impact of the FAITH Community Banking is this car being blessed and bought from proceeds of the FAITH Community Banking loans by saving members



Community Banking Groups during their meetings, savings and loans session



The benefits of the FAITH Community Bank Initiative under TEEZ

Clergy Involvement in the Community Banking Initiative empowers them to be Entrepreneurs



Rev Fr Sichone leading by example through the poultry project after accessing a loan from the FAITH Community Banking Initiative



Timothy Leadership Training (TLT) Impact in Ndola
A combination of TLT participants from UCZ Kabushi, Bethel, Lubuto and African Martyrs Anglican Church of Masala implemented Module 1 on Caring for God's People by giving a K1000.00 to the Women Christian Fellowship (WCF) member to start a vegetable selling business. This is what we call FAITH (Financing Appropriate Innovations Through Household) Economic Empowerment, a new TEEZ concept for Congregation Members empowerment for Missions in Zambia.

Ecumenism at Work!!!!

CCTV

- *TEEZ has for a long time been running Prison Ministry through the training of Tutors. In 2017, TEEZ entered into partnership with Verre Naasten, TLT and Church of Scotland to support this ministry through a newly branded concept of CCTV Prison Ministry. CCTV are acronyms for Church Community Transformation Ventures, and this saw 120 inmates trained and 71 graduating after pursuing 3 courses in Caring for God's People, From Harm to Harm and God's Plan for Sustainable Development at Chimbokaila and Kamwala Prisons.*
- *Further 48 other inmates were trained as Tutors in Kamfinsa and Chingola Correction Facilities.*
- *Under CCTV, we witnessed the graduation of 71 inmates, Prison Chaplains and Prison Fellowship members in Lusaka at the colourful ceremony graced by the Deputy Commissioner of Zambia Correctional Services (ZCS).*
- *The event was held at UCZ St. Paul's Congregation, Kabwata and attended by high powered delegation who included service men, Church Members, Pastors, CCZ General Secretary and Board Member of Timothy Leadership Training Institute (USA) Rev. Thijs and Mrs. Marike Blok.*
- *The occasion provided a platform for inmates to testify how their lives have been transformed by the 10 months training.*



Graduation ceremony of the inmates from Chimbokaila and Kamwala Correction facilities, Prison Chaplains and Prison Fellowship Members in Lusaka at the UCZ St. Paul's Congregation



Rev. Thijs Blok (TLTI Board Member) giving his speech at the graduation ceremony



Deputy Commissioner General (Guest of Honor) Mr. Chilundika giving his speech at the graduation

During the 10 months, some inmates implemented action plans in different cells, and this encouraged people who visited the prison that three of the inmates in our CCTV group received sponsorship for a Bachelor's degree at the University of Zambia, Tailoring & Designing and Gender Capacity Development

ENGAGE

Expanding New Grounds and Groups for Excellence (ENGAGE) is a new approach of the new TEEZ Program brand that is integrating youths and teens into the ministry of TEEZ. As a starting point, we have provided young people to be trained as Teens and Youth TEEZ Tutors. The ENGAGE will on a long-term help to bridge the gap of capacity development between the young and old and create a transition for Leadership Succession. In order to meet this aspiration, all TEEZ Tutors training provide a 30% slot for teens and youths to be trained in all the 30 districts we visited in 2018. We also had some of our students conducting trainings in drugs and alcohol abuse especially for young people. One key congregation that engaged the young people and teenagers was the UCZ Riverside Congregation in Kitwe.



Young people and teens participating in ENGAGE programs at the UCZ Riverside Church



The Resident Minister Rev Kalanga addressing young people during the trainings for youths



TLT Participants implementing their action plans through the Youths/Teens Training



ENGAGE for Ministry to Youths on Drugs & Alcohol Abuse at the UCZ Riverside Congregation, Kitwe

Timothy Leadership Training

Timothy Leadership Training (TLT), a program that was adopted as one of the National Strategy by TEEZ entered its second year this year on the market. The program proved to be an effective tool for growing healthy Churches and Communities. From an initial start of 120 students in May 2017, the program has been rolled out into different parts of Zambia as can be seen from the statistics.

- We are currently training more than 500 students in different modules of TLT. By the end of 2018 we had covered 4 modules out of 7 modules.*
- The 7 modules in TLT are:*
 - Caring for God's People*
 - Christian Stewardship*
 - From Harm to Harmony*
 - Biblical Preaching*
 - Teaching the Christian Faith*
 - Praising God through Work and Worship*
 - God's Plan for Sustainable Development*

- At module 3, a student qualifies to be certified as a Basic Trainer and after completing the 7 modules they are certified and accredited as Advanced Trainers.*
- The duration for this training is three years and involves a 4-5 days training and later developing and implementing a 4-6 months action plan whose report is submitted at the next sitting of the training before proceeding to the next module.*



RCZ General Secretary Rev Dr William Zulu presenting certificates and posing with Basic Trainers students as Guest of Honour at the graduation ceremony in Kitwe



Displaying action plans at the TLT Module 1 (Caring for God's People) in Kasama

Good Couples' Campaign against Gender Based Violence

One of the program brands that took off last year was the Good Couples Campaign, a Gender Based Violence capacity development program for Church leaders, youths and clergy. The project with support from the Methodist Church in Great Britain helped in building up a team of 120 Trainer of Trainers who were designated as TEEZ Ambassadors against Gender Based Violence.

We are grateful to Trauma Healing Centre in Kitwe under the able leadership of Ms. Julita Mutale, the Director who eloquently facilitated the training for our participants. Unfortunately, a week after conducting the trainings, she passed on. She will be remembered as a strong human rights advocate from the time she headed the YWCA Copperbelt Region.

She may be gone but her works will continue through the trainees who received the trainings.

During the Kitwe training we had an opportunity to host our partners from Kerk in Actie/Protestant Churches in the Netherlands. These are Mirjam Boswijk the Project Officer for Zambia and Mozambique who came to bid farewell as she was moving to Cameroon and Piet Posthuma the new Project Officer for Zambia and Mozambique who was taking over from Mirjam.

It was such a wonderful occasion for TEEZ as their visit coincided with the Good Couples Campaign against Gender Based Violence training in Kitwe.

We are grateful to Mirjam for the support rendered to TEEZ over the years and especially for the years 2017 to 2018 of the new administration.



Good Couples Ambassadors Certificate award at RCZ Ndola Centre Church



Clergy participants with Rev Kalito (TEEZ Training & Capacity Development Manager second from right)



*Kerk in Actie Partners with TEEZ
Staff at the Gender Based Violence Training*



*GBV Ambassadors at the end of the training in Kitwe
Anglican Cathedral of St. Michael's & All Angels*

TEEZ Strategic Plan for 2019 to 2023

- *Theological Education by Extension in Zambia (TEEZ) had for a long period operated without a strategic plan. This is so because the last strategy was developed in 2008 and ended in 2012. From 2012 to 2018 the institution ran without one.*
- *In 2017 the process started to develop a new strategic plan in order to enhance an effective direction for the future success of the institution.*
- *This process took a bit more time to be completed because of the non-availability of resources to facilitate the completion of the process.*
- *Through the sacrifice and commitment of the Secretariat with the support of the Executive Committee of TEEZ we finally completed the process and launched the new TEEZ strategic plan on 20th October, 2018 at the Mindolo Ecumenical Foundation's Charles Fisher Hall during the TEEZ Management Meeting witnessed by more than 40 delegation leaders of the TEEZ Member Churches.*
- *We are grateful to Mission Press for editing and putting a layout and finally publishing the document in its professional standard.*
- *The input from different stakeholders was excellent and we will always endeavour to work with you.*
- *The TEEZ 2019-2023 Strategic Plan is championed under the theme of 'Shaping the Future of Theological Education by Extension in Zambia through Church and Community Service'. This theme is very key if we are to continue to be relevant to the needs of the Churches today.*
- *We have rebranded ourselves to be the Church in the Community.*
- *Under this five-year plan we plan to raise US\$1.2 million (equivalent to K12 million) to meet our intended goals and objectives whose focus is on TEE, Community Development and Enterprise Development to create financial sustainability for the future of the organisation.*



Launching the TEEZ Strategic Plan at the Management Meeting in Kitwe

Partnership Engagement

Cross Border TEE Project

- *This year marked another important milestone in the life of Theological Education by Extension in Zambia (TEEZ). This is because TEEZ began to undertake the Cross-Border TEE program in Congo DR at the invitation of Bishop Bertin Mwale Subi of the Anglican Diocese of Katanga in Lubumbashi.*
- *In December 2018, a team of three people from TEEZ, that is the Executive Director Revd Canon Dennis Milanzi, TEEZ Training & Capacity Development Manager (TCDM) and Mrs. Mary Mutati Chama (a seasonal Tutor) travelled to Congo DR to launch the formation of Theological Education by Extension in Congo DR.*
- *The Congo DR TEE program was the initiative of Bishop Subi who invited the Reformed Church in Congo DR, the United Methodist Church in Congo DR and the African Independent Churches in Congo DR to work together towards this ecumenical ministry*
- *The Congo DR TEE program will formally sign a Memorandum of Agreement (MoA) at which TEE Zambia will provide a three-year mentorship program that will run from 2019 to 2021.*
- *It is further envisaged that this arrangement will stir the Cross Border Theological Education by Extension Initiatives in the region.*



Bishop Bertin Subi of Anglican Diocese of Katanga with Rev Canon Dennis Milanzi in Lubumbashi



TEE Congo DR appointed staff with Rev Michael Kalito (TEEZ TCDM).



Engaging the clergy at the Congo DR Training and the official opening of the Congo DR first Tutors Training by Bishop Bertin Mwale Subi of the Anglican Diocese of Katanga in Lubumbashi



The first group of TEE Congo DR Tutors posing for a group photo at the end of the three days training



TEEZ Training & Capacity Development Manager Rev Michael Kalito & Mrs. Mary Mutati Chama facilitating a Tutors Training in Lubumbashi, Congo DR



*Mission Accomplished in Congo DR by the TEEZ Team
Footprints left!!!!*



In February 2018 our institution had the opportunity to be invited in Blantyre, Malawi for one of the Timothy Leadership Training Module in Preaching. TEEZ was represented by the Executive Director who facilitated the training held at CCAP Limbe Congregation of the Blantyre CCAP Synod. It was another important occasion of expanding networks in the region.



At the CCAP Blantyre Synod's Limbe Congregation with Rev Canon Dennis Milanzi (TEEZ Executive Director) & Rev Willem-Henri Den Hartog, Regional Coordinator of GZB, a Dutch Missionary Agency working in Malawi during the Timothy Leadership Training

Also took advantage of the TLT program in Blantyre to connect with Theological Education by Extension in Malawi (TEEM) at their National Office in the city of Zomba.

TEEZ Executive Director the Revd Canon Dennis Milanzi had the opportunity to meet the TEEM Executive Director Dr. Volker Glismann and his Deputy Rev Fr Martin Kalimbe. It was another great opportunity to focus on how strong networks could be facilitated in the region.



At the TEEM office in Zomba, Malawi

All African Theological Education by Extension Association (AATEEA)

Theological Education by Extension in Zambia participated in the AATEEA Conference that was held at the Milele Conference Centre, the Headquarters of the Presbyterian Church of Eastern Africa (PCEA).

The conference attracted many partners and TEEs from different parts of Africa. The TEEs representation came from Southern Africa, Eastern Africa and Western Africa.

One key role that TEEZ did at the conference was to show case its success story of the Prison Ministry which had shown some positive innovations.

Two TEEs namely Theological Education by Extension in Zambia (TEEZ) and Presbyterian Church in Eastern Africa University's Department of Theological Education by Extension presented their ministries and proved to be the top two TEEs that are implementing their programs with innovations and could be used as reference points for prison ministry in Africa. TEEZ Prison ministry is being implemented under the Program brand of 'Church Community Transformation Ventures (CCTV) for Prison Ministry.



With TEEM Executive Director Southern Africa & Madagascar of Evangelical Lutheran Church in America



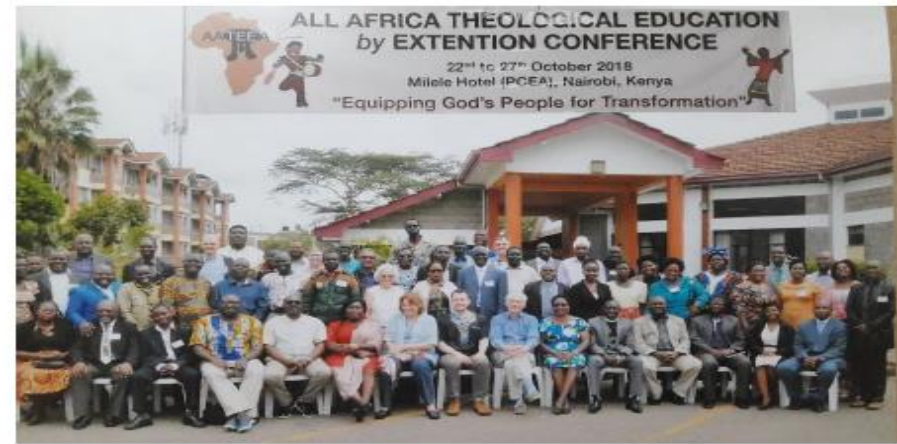
Fr. Martin Kalimbe



With Rev Bart Stobbler Dutch Mennonite Netherlands



With Mr. Minyoi of Langham Partnership Zambia



The delegates and Partners at the AATEEA Conference

Council of Churches in Zambia (CCZ) Networks

TEEZ also participated in two CCZ programs namely the CCZ Strategic Plan review at the Anglican Cathedral of the Holy Cross in Lusaka and the CCZ General Conference in Ndola. The CCZ General Conference preceded with the 70th Anniversary of the World Council of Churches (WCC) services at the Levy Mwanawasa Stadium attended by thousands of worshippers and delegates from across the country.

The occasion was graced by the Republican President Mr. Edgar Chagwa Lungu.

After the WCC 70th Anniversary celebrations, CCZ held its General Conference where several Theological and Social issues were presented to the delegation by different key note speakers. These bordered on the Church and the Social teachings.

The Executive Director and Training & Capacity Development Manager attended the sessions representing Theological Education by Extension in Zambia.

Reformed Church in Zambia Synod Council

In August 2018 the Reformed Church in Zambia held its 30th Synod Council at Katete Girls Secondary School in the Eastern Province. The synod was attended by all the 18 Presbyteries of the Reformed Church in Zambia.

It was presided by the Synod Moderator, the Rev. Prof. Edwin Zulu who is also the TEEZ Executive Committee Chairperson.

TEEZ and other Ecumenical Partners were given an opportunity to bring their fraternal greetings and to highlight their works.



Care of Creation Network in Southern Africa

The Care of Creation Conference organised by the World Evangelical Alliance, Lausanne Convention, Tearfund, Green Anglicans and other partners like Arocha brought together activities, key partners and donors from different parts of Africa and beyond to look at how the Church could work together to bring lasting solution on environment and climate change.

Held at the African Enterprise Conference Centre in Pietermaritzburg in South Africa, the conference brought together different cadres of people to brainstorm and develop common strategies that would facilitate the Churches' active role in bringing about the mitigative and adaptative measures in the African continent and beyond.

Several regional case studies were highlighted depicting South Africa, Ghana, Mozambique, Malawi, Zimbabwe and Zambia and how the Church could be used as a tool to bring environmental social justice.

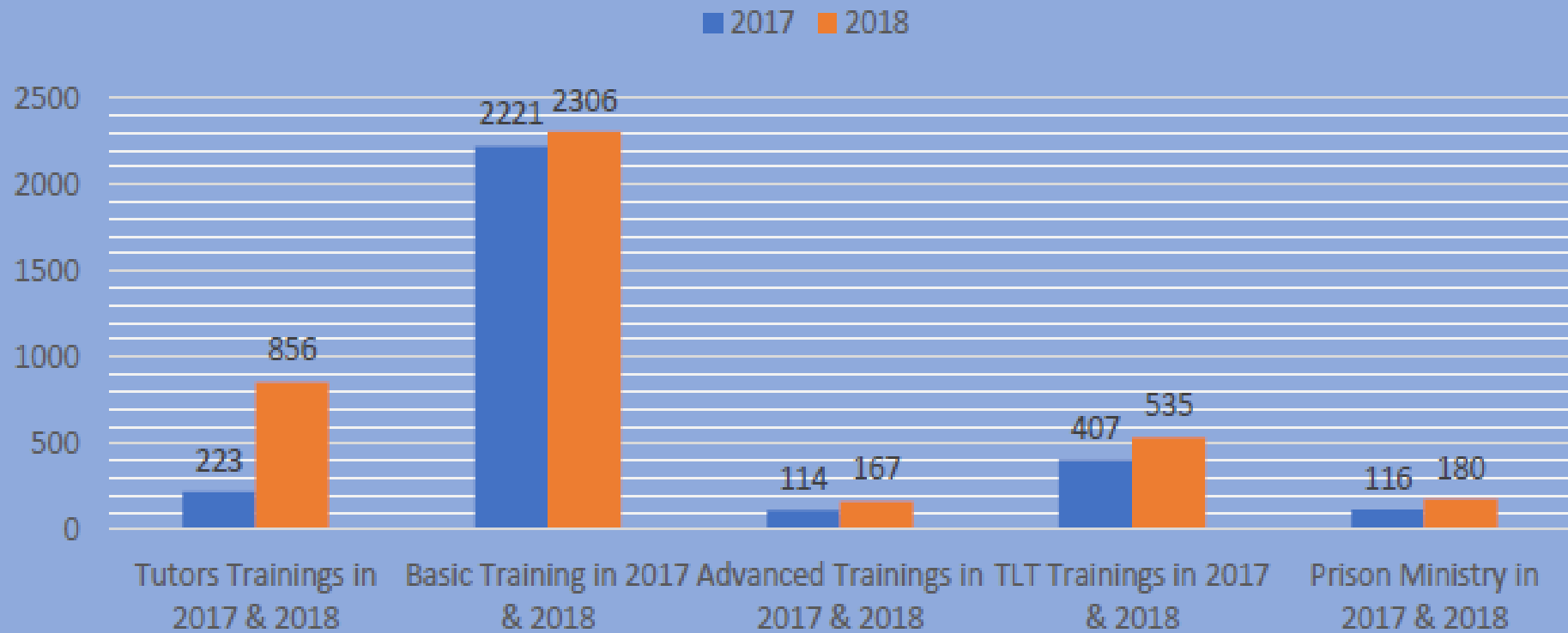
Theological Education by Extension in Zambia presentation were based on its concept of the Program brand dubbed 'The WISE Green Church' and the use of Module 2 and 7 of Timothy Leadership Training namely Christian Stewardship and God's Plan for Sustainable Development respectively.



Care of Creation Conference in Pietermaritzburg, South Africa

Statistics on Trainings

Training analysis for 2017 & 2018



Business Enterprise

TEEZ has developed a 4 CORE Values statement that is aimed at enhancing confidence in its partners and stakeholders. The core values are represented by the four acronyms of ACTS standing for Accountability, Creativity, Transparency and Sustainability.

In order to realise the fourth value of Sustainability, Theological Education by Extension in Zambia started in 2003 to diversify its investment through the purchase of the property that later became to be known as Providence TEEZ Lodge. The property has been used over the years as a Guest House to supplement the incomes of TEEZ. However, the property is becoming expensive to maintain because for a long time it lacked complete rehabilitation. Five years ago, the Lodge started another construction project of 10 suites which stalled for more than 4 years.

We are grateful to EA/Metterdaad for the generous donation/grant of continuing the project of the 10 roomed flat. Part of the second phase has been done and what now remains is the third and final phase which will see the investment being launched for use in the late 2019 should funds be available for the final stage.

The completion of this flat will see an increase in TEEZ incomes realised from the Business Enterprise.

In 2017, we started the process of upgrading this investment the TEEZ Providence Business Enterprise currently running the Project Brand of 'God's Plan for Sustainable Development'.

The Lodge at the end of 2018 underwent major structural changes that saw the staff reduction to make it more viable. The process will be ongoing as part of the long-term sustainability strategy.

Our Financial Status, Strategy on Fundraising/Resource Mobilisation

We continue to develop our strategies to enhance our financial status in the institution.

From 2015 we started recording a reduction in donor support as some partners stopped financing the work and ministry of TEEZ. This reality continued till 2016 and as a result in 2017 the effects were felt.

In 2018 the situation started changing as more partners were sourced and programs improved and increased. This saw the donor basket increase by about 300%. This therefore meant more workload with limited staffing.

We raised over K2 million which money went towards several activities and programs that were designed based on our newly introduced annual comprehensive work plans.

The funding was spent on the following key areas:

- Staff emoluments
- Theological Education by Extension programs/Publications
- Community Programs/Projects
- Debt servicing
- Transport/Mobility

- Overhead/administrative costs/Statutory obligations
- Executive & Management Meetings
- Investment programs into Enterprise Development

We are grateful to all who supported us in the year. Notable among our partners in 2018 are:

- ✚ Kerk in Actie/Protestant Church in the Netherlands
- ✚ United Churches of Christ/Disciples of Christ
- ✚ The Methodist Church in Great Britain
- ✚ Church of Scotland
- ✚ Genesis Fund
- ✚ Week of Compassion
- ✚ 7 of the TEEZ Member Churches
- ✚ Individuals and Partners in Ministry

TEEZ has made a deliberate policy to continue the resource mobilisation annually by going beyond the targeted budgets. This is meant to facilitate the continuous flow of incomes and avoid reaching a dry spell in our funding basket.

This strategy worked in 2018 as could be seen from the funding increase for the financial year.

Achievements & Challenges

In the year under review, Theological Education by Extension in Zambia (TEEZ) recorded several successes.

Some of the achievements recorded were as follows:

- ✦ Increased the number of students trained as Tutors from 223 in 2017 to 856 in 2018
- ✦ Increased our resource mobilisation by more than 200%
- ✦ Increased Member Churches participation currently represented at 60% of all the 9 TEEZ Member Churches
- ✦ We recorded an increase in TEEZ Sunday incomes for 2018 when compared to 2017.
- ✦ Participated in Ecumenical Conferences and Gatherings both within Zambia and internationally.
- ✦ Increased our local resource mobilisation incomes by about 40%
- ✦ Managed to reduce the NAPSA outstanding arrears and penalties (2003-2016) by 65%
- ✦ Increased the fleet of motor-vehicles from 1 in 2017 to 3 in 2018.
- ✦ Procured a new motor-vehicle (a 15-seater Toyota Hiace Quantum)
- ✦ Developed and launched the 2019-2023 TEEZ Strategic Plan
- ✦ Recruited the new Training & Capacity Development Manager.
- ✦ Introduced new social programs integrated into TEE activities in Northern and Copperbelt Provinces.
- ✦ We saw the first graduation of TLT Basic Trainers in Kitwe.

- ✦ We held our 3 Executive and 1 Management meetings in Kitwe.
- ✦ We held 2 induction services of Executive Director and Training & Capacity Development Manager respectively.
- ✦ We also successfully held the farewell service of our former Training Manager, Rev. Hopkins Changwe.
- ✦ We helped in the establishment, birth and formation of the Theological Education by Extension in Congo DR (ETE CDR).

The greatest achievement made was the improvement of transport system at TEEZ. In 2017 TEEZ had only one vehicle. By the grace of God, we repaired the old Hilux that was discarded and its back on the road. Additionally, we bought another vehicle by July 2018 to increase the vehicles to three. We give God the glory for this major success.

In 2017



In 2017 this was the only mode of transport for the institution

In 2018



The old Hilux for TEEZ was brought back to life after being discarded and off-road for more than two years



The newly acquired Toyota Hiace Quantum (15-seater capacity) and a symbol of us Ecumenical Identity with all the logos of the 9 TEEZ Member Churches

At the end of 2018, the motor-vehicle outlook is as follows:



Despite recording massive achievements, we still faced challenges in other areas.

Some of the challenges recorded were as follows:

- Low incomes from TEEZ Member Subscriptions
- Delayed despatch of course materials to classes in the regions
- Lack of sensitisation of TEEZ activities in some local Churches despite sending communication in advance.
- Low participation by some TEEZ member Churches.
- Absence of TEEZ Member Churches sending their TEEZ Sunday collections

Theological Education by Extension in Zambia Personnel

For TEEZ to record its success stories it took a team of dedicated staff who worked tirelessly to connect with various stakeholders and partners.

We are also grateful to Rev. Paula Cooper who was the last intern under the Madison Avenue Presbyterian Church, New York, USA. This is a partnership that ran for 10 years (2008-2018) and saw 10 interns passing through TEEZ in the last 10 years.

We congratulate Rev. Cooper for taking up a new call as Presbyterian World Mission's Regional Liaison Officer for East Central Africa and currently based in Lusaka at Justo Mwale University.

We wish her well in her future endeavours.

The following staff are currently serving TEEZ Secretariat:

The Revd Canon Dennis Milanzi is the Executive Director & Chief Executive Officer of TEEZ. He joined TEEZ early 2017 after serving for 19 years in the Pastoral and Non-Profit Making Sector as



an active serving Anglican Priest. With a strong focus on organisation development, strategic planning, resource mobilisation/fundraising and proposal development, Dennis believes that TEEZ can be revived and become one of the Ecumenical Institution with a proper national identity. He holds several certificates, Diplomas, Bachelor's degrees in Theology (Practical Theological) and Education (Geography & Religious Education), Master of Education (Geography) and currently pursuing a second Master of Theology (Practical Theology) as a final year candidate. "My vision for the institution is to see TEEZ become financially viable and self-sustaining for an effective ministry in Zambia"



Rev. Michael D Kalito serves as Training & Capacity Development Manager and joined TEEZ in June 2018. A Reformed Church in Zambia Minister, Michael comes with 11 years of ministry experience serving as a Ministry of Word & Sacrament and part time lecturing at the Evangelical University in Ndola.

He holds a Certificate in Agricultural Marketing, Bachelor of Theology and Master of Theology (Practical Theology) degrees. He is so passionate about theological education by extension in ministry. His approach to change management is excellent and emphasizes on innovation, transition and transformation for greater impact.



Yvonne Chanda-Sakala is the Finance & Administration Officer (FAO) of TEEZ. She joined the institution in 2015 and has over the years improved tremendously her performance of managing donor and partner funding.

She is very versatile in handling multiple funding and able to execute her responsibility with minimum supervision. She continues to pursue her career in accounting studies.



Esther Chishala, the Registrar/Education Officer is the oldest serving staff of Theological Education by Extension in Zambia. She joined the institution in 1991 and has risen over the ranks in the past 27 years.

She is very conversant with trainings and certification procedures and well connected with the grassroots students and Tutors.

Esther identifies all processes without difficulties and gives updates back and forth to all students throughout Zambia.



Edina Mbeve is the Executive Assistant to the Executive Director of Theological Education by Extension in Zambia (TEEZ). She is the second longest serving staff who joined the institution in 1996.

Edina is highly skilled in supporting the office of the Executive Director and controlling the CEO's diary and appointments. She handles all documentation and manages all the work permits for all international engagements of interns and volunteers.



Marvellous Isaac Zunda is the Office Assistant for Theological Education by Extension in Zambia. He has worked for TEEZ since 2010.

Marvellous' works include among other supporting the departmental heads and other staff in the day to day running of the organisation. He also manages the stocks of education and training materials and maintaining the office and its surrounding, making sure the environment is kept clean and maintains high standards of hygiene.

He also supports the Training & Program Department with planning materials for despatch to the training venues.

Plans

TEEZ will in 2019 clock 40 years of its existence. As a result of this, there are several plans of activities lined up for the future. We believe at 40 years; Theological Education by Extension in Zambia should start investing in long term plans.

We have therefore set the following plans for the future of TEEZ based on the 2019-2023 TEEZ Strategic Plan:

- 1) Construction of 2 staff houses to house senior staff permanently
- 2) Diversifying our sustainable investment through setting up an Enterprise Development Wing of TEEZ that will deal in real estates, agriculture processing, agribusiness and hospitality.
- 3) Upgrading of our Providence Lodge to increase revenue and investment.
- 4) Affiliation with higher institutions of learning for higher accreditation of certificates in Theology and Community Development programs.
- 5) Upgrading the current TEEZ office.
- 6) Establishing new partnerships for long term volunteers with our partners.

Independent Auditor's Report

Our 2018 annual independent audit report was completed and shows a significant improvement in financial systems, management and compliance levels. This has won the confidence of partners.

The audit will be provided to partners and stakeholders on request.

One notable change is the increase in funding on comparison between the years 2017 and 2018. We recorded a significant increase in funding from about K958,300 to about K2,513,800. This was made through the introduction of other innovative ideas and programs that are meant to supplement the existing ones.

While this significant amount was recorded, TEEZ has had to service a huge debt of K1.3 million. We started servicing it in 2017 and by the end of 2018, it has steadily reduced to about K640,000.

As an institution we are committed to offsetting this debt so that the institution can begin to operate on debt free system or a minimum debt.

The current debt is largely due to more than 10 years of uncompleted gratuity payment for staff, some of whom have since left the institution.

Other debts were as a result of unpaid statutory obligations whose penalties and late payment increased over a long period of time.

We are however on course to absorbing the whole debt burden through increased investment into the TEEZ Enterprise Development of Providence Lodge Limited.

Our ambitious program to revive the Providence Lodge and investing in its infrastructure development will significantly boost the local revenue base and provide alternative financial sustainability investments such as agribusiness and real estate's development.

Gratitude

We would like to thank our partners, friends and other well-wishers both locally and internationally who journeyed with us during the 2018 financial year. Our successes couldn't have been achieved without your support.

We are heavily indebted to your good will and we look forward to another fruitful engagement in the year 2019.

We can assure you that there is value for your money once you support our work in ministry to prepare all God's people for the work of Christian Service.

Conclusion

Theological Education by Extension in Zambia (TEEZ) is always thankful to individuals and institutions that continue to support its noble cause for the growth of the Churches in Zambia. With the 9 Member Churches managing and investing in its work of ministry, TEEZ can transform the capacity development of the Zambian Church as a voice for the voices and a tool for effective ministry.

We therefore invite you to join hands with us at the Secretariat. You can support this ministry as an individuals, families and Churches. Remember that our success is also your success and we have the mandate to own this institution because its only through the spirit of ownership that we will translate our words into actions.

May the Good bless you as you consider your support and generosity.

Together for innovation, transition and transformation as we seek to 'prepare all God's people for the work of Christian Service', Ephesians 4:12.



Contact Us

The Executive Director

Theological Education by Extension in Zambia

Mindolo Ecumenical Foundation Campus

PO Box 23054

KITWE-Zambia

Phone: +260 977 79 8912

+260 977 56 7800

Emails: btheologicaleducation@yahoo.com

veryreodennis@gmail.com

Website: <http://www.teezambia.org>

Also follow us on facebook at: www.fb.com/teezambia

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